

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

Bureau of Reclamation: BOR

For 4th Quarter 2010 for period ending September 30, 2010

****Mixed Cases are Included in this report.****

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2010Thru09-30 |
| | 2005 | 2006 | 2007 | 2008 | 2009 | |
| Number of Complaints Filed | 61 | 35 | 25 | 34 | 30 | 24 |
| Number of Complainants | 58 | 33 | 24 | 31 | 29 | 23 |
| Repeat Filers | 9 | 3 | 1 | 3 | 1 | 1 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2010Thru09-30 |
| | 2005 | 2006 | 2007 | 2008 | 2009 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 11 | 6 | 3 | 12 | 5 | 4 |
| Color | 2 | 2 | 3 | 8 | 1 | 2 |
| Religion | 3 | 1 | 1 | 3 | 3 | 0 |
| Reprisal | 24 | 18 | 13 | 20 | 18 | 13 |
| Sex | 15 | 10 | 12 | 15 | 9 | 9 |
| National Origin | 7 | 8 | 4 | 8 | 4 | 2 |
| Equal Pay Act | 0 | 0 | 1 | 1 | 0 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Age | 32 | 11 | 8 | 17 | 10 | 6 |
| Disability | 12 | 6 | 4 | 8 | 9 | 7 |
| Non-EEO | 0 | 1 | 0 | 0 | 0 | 2 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2010Thru09-30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2005 | 2006 | 2007 | 2008 | 2009 | |
| Appointment/Hire | 19 | 6 | 0 | 4 | 3 | 3 |
| Assignment of Duties | 5 | 1 | 1 | 2 | 2 | 1 |
| Awards | 4 | 0 | 0 | 1 | 0 | 0 |
| Conversion to Full-time | 0 | 1 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 2 | 0 | 0 | 1 | 0 | 1 |
| Suspension | 1 | 2 | 3 | 1 | 1 | 0 |
| Removal | 1 | 2 | 0 | 0 | 2 | 0 |
| Other | 1 | 1 | 0 | 0 | 2 | 1 |
| Duty Hours | 0 | 0 | 0 | 2 | 0 | 0 |
| Evaluation Appraisal | 0 | 2 | 1 | 8 | 2 | 1 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 8 | 7 | 10 | 24 | 12 | 9 |
| Sexual | 0 | 1 | 3 | 0 | 1 | 2 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 1 | 1 | 1 | 2 | 1 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Promotion/Non-Selection | 11 | 8 | 4 | 6 | 4 | 3 |
| Reassignment | | | | | | |
| Denied | 1 | 1 | 0 | 0 | 1 | 0 |
| Directed | 1 | 1 | 2 | 3 | 2 | 1 |
| Reasonable Accommodation | 3 | 2 | 2 | 1 | 1 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 1 | 0 |
| Retirement | 4 | 0 | 0 | 0 | 0 | 0 |
| Termination | 3 | 0 | 2 | 3 | 1 | 5 |
| Terms/Conditions of Employment | 1 | 4 | 0 | 1 | 1 | 1 |
| Time and Attendance | 0 | 0 | 0 | 1 | 0 | 0 |
| Training | 0 | 1 | 1 | 0 | 1 | 1 |
| Other | 7 | 3 | 5 | 3 | 3 | 2 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2010Thru09-30 |
| | 2005 | 2006 | 2007 | 2008 | 2009 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 135.85 | 177.44 | 144.88 | 188.87 | 123.62 | 145.58 |
| Average number of days in final action | 234.29 | 121.26 | 136.10 | 203.38 | 136.75 | 138.07 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 99.41 | 116.35 | 91.80 | 83.80 | 31.47 | 0 |
| Average number of days in final action | 78.00 | 41.40 | 39.67 | 37.57 | 43.57 | 157.67 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |

| | | | | | | | | | | | | |
|---|---------------------------|--------|--------|--------|--------|--------|---|---|---|-----|---------------|---|
| Average number of days in investigation | 181.78 | 230.57 | 182.79 | 269.69 | 196.37 | 209.64 | | | | | | |
| Average number of days in final action | 282.38 | 232.17 | 280.75 | 332.33 | 209.22 | 125.00 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2010Thru09-30 | |
| | 2005 | 2006 | 2007 | 2008 | 2009 | | | | | | | |
| Total Complaints Dismissed by Agency | 3 | 8 | 2 | 8 | 7 | 2 | | | | | | |
| Average days pending prior to dismissal | 167 | 345 | 185 | 285 | 515 | 200 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 5 | 7 | 3 | 3 | 2 | 2 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2010Thru09-30 | |
| | 2005 | 2006 | 2007 | 2008 | 2009 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | | |
| Total Number Findings | 0 | | 1 | | 0 | | 0 | | 1 | | 0 | |
| Without Hearing | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2010Thru09-30 | |
| Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings. | 2005 | 2006 | 2007 | 2008 | 2009 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | | # |
| Total Number Findings | 0 | | 1 | | 0 | | 0 | | 1 | | 0 | |

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